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Instrument: EXHIBIT(S)

Control #: 202402291846
Index #: E2024003035

Date: 02/29/2024

Time: 4:52:59 PM

Return To:
JENNIFER MORGAN LEVY

Dias, Liyanagamage Ranganath Prabashwara

University of Rochester

Total Fees Paid: $0.00

Employee:

State of New York

MONROE COUNTY CLERK'S OFFICE
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JAMIE ROMEO

MONROE COUNTY CLERK

EXHIBIT 1

Begin forwarded message:

From: "Liesveld, Jane" <Jane_Liesveld@URMC.Rochester.edu>
Subject: RE: Grievance committee
Date: February 4, 2024 at 3:34:38 PM EST
To: "Dias, Liyanagamage" <rdias@rochester.edu>

Ranga,
I appreciate your concerns, but it is solely the provost who appoints the academic lead. I am not aware of any potential retaliation, and per page 40 of the faculty handbook, no one involved In the grievance process is to be retaliated against related to their role in a grievance.
Jane

From: Dias, Liyanagamage <rdias@rochester.edu>
Sent: Friday, February 2, 2024 4:22 PM
To: Liesveld, Jane <Jane_Liesveld@URMC.Rochester.edu>
Subject: Re: Grievance committee

Dear Professor Liesveld,

I appreciate your prompt and informative reply. It has been very beneficial. Could you please advise if there are any actions on my part required to assist in the expedient selection of a suitable "academic lead" by the Provost's Office? Furthermore, I would like to inquire about the maximum duration the Provost's Office might take to appoint this "academic lead" without causing undue delays.

I am expressing concern over potential retaliation related to my grievance, particularly regarding my identification of students and faculty willing to provide testimony that contradicts the Provost's assertion about student transfer requests. Additionally, I am apprehensive about possible delays in the grievance procedure, which might be leveraged to

engage in further retaliatory actions against me before I have the chance to submit evidence supporting my grievance.

I assure you, my intention is not to cause undue alarm; however, I aim to ensure I am taking all necessary steps to facilitate the progress of this process. I am grateful for your patience and valuable guidance on this matter.

Regards,
Ranga

From: Liesveld, Jane <Jane_Liesveld@URMC.Rochester.edu>
Sent: Friday, February 2, 2024 12:41 PM
To: Dias, Liyanagamage <rdias@rochester.edu>
Subject: RE: Grievance committee

Ranga,
Thanks for following up. This is what I know at present about the status of the grievance. It took a while to find the 5 tenured faculty members who had the time to serve, but they have now been identified.
At this point, to my knowledge, the involvement of the provost's office is just administrative as defined on pages 39 and 40 of the faculty handbook. They provide administrative assistance to the committee and they will have to designate an "academic lead." I don't know that has been accomplished yet. Once the committee meets and decides on interview schedules, you should hear from the administrative support about that as they are required to interview you as the grievant.
I do not know how COI matters involving the provost's office are handled. Certainly individuals with their own personal conflicts would have to recuse themselves from involvement. Beyond that, I am not sure how general conflicts are dealt with.
Jane

From: Dias, Liyanagamage <rdias@rochester.edu>
Sent: Friday, February 2, 2024 10:00 AM
To: Liesveld, Jane <Jane_Liesveld@URMC.Rochester.edu>
Subject: Re: Grievance committee

Dear Professor Liesveld,

I am writing to inquire about the current status of the formation of the Grievance Committee, as mentioned in your email dated January 15, 2024. Additionally, I wish to inform you that beyond the student affidavits already submitted, I have received confirmation from Professor Renato Perucchio and Professor John Lambropoulos. They have both acknowledged their awareness that the students were transferred from my laboratory, teaching, and mentoring roles not at their request but under the direction of Professor Wendi Heinzelman and the Administration. Furthermore, both Professor Perucchio and Professor Lambropoulos have expressed their willingness to provide testimony before the Grievance Committee when required.

In your email, you mentioned that I would be contacted by the Provost's office regarding this

matter. To date, I have not received any communication from the Provost's office concerning the formation of the Grievance Committee. As you are aware, the involvement of the Provost's office is significant, especially since they supported the now-contested narrative that the student transfers were voluntary. This discrepancy has been challenged by the students and will be further contested by the testimonies of Professor Renato Perucchio and Professor John Lambropoulos.

I also wish to express my concern over the Provost's office's involvement in another issue, raising apprehensions about potential adverse effects on the grievance process due to the multiplicity of roles and possible conflicts of interest within the Provost's office. In light of the Provost's office promoting an incorrect narrative, could you advise if there is a protocol in place to manage such conflicts of interest?

I would greatly appreciate your guidance on this matter and eagerly await your response. Thank you for your continued attention to this significant issue.

Regards,
Ranga

From: Liesveld, Jane <Jane_Liesveld@URMC.Rochester.edu>
Sent: Monday, January 15, 2024 3:39 PM
To: Dias, Liyanagamage <rdias@rochester.edu>
Cc: Figlio, David <David.Figlio@Rochester.edu>; Mcfarland, Kevin <kevin@rochester.edu>
Subject: RE: Grievance committee

Dr. Dias,
I write this e-mail to inform you that the University Committee on Tenure and Privileges has conferred and has now concluded based on the receipt of affidavits on 1/10/24 that the grievance does merit the formation of a hearing committee. Once a committee is formed, you will hear of next steps from the Provost's office.

Sincerely,
Jane Liesveld
Chair, UCTP

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